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| The Small+Safe+Well (SSWell) Study: A NIOSH Center of Excellence small business TWH intervention study | Poster Session  
Day 2 – Wednesday – May 9th, 2018  
8:30am-9:30am |

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| Half of working Americans are employed in small organizations (<500 employees), many of whom have not been reached by traditional occupational safety and health preventive services, let alone ones that focuses on Total Worker Health® (TWH). Upon designation as a Center for Excellence in TWH, the Center for Health, Work & Environment initiated a prospective, small business TWH intervention study called The Small+Safe+Well (SSWell) Study. The SSWell study theorizes that TWH interventions impact worker health, safety and well-being through attention to both the multilevel influences of workplace health and safety and the transformational and transactional changes organizations undergo. We draw from two strains of organizational theory in our model, mainly Burke and Signal’s multi-level model for safety and Burke and Litwin’s causal model of organizational performance and change. Both of these theories highlight the importance of the community in addition to organizational and individual influences. The SSWell study will also utilize the RE-AIM intervention evaluation framework to ensure broad public health impact. The SSWell study involves five steps. On an annual basis, information on a business’s TWH programming is collected via the Health Links Business Assessment, which scores their TWH programming in six benchmark areas: organizational supports, workplace assessments, health promotion policies and programs, safety programs and policies, engagement, and evaluation. Businesses then meet with a trained Health Links advisor to understand their assessment score, make a plan, and take action to achieve their TWH goals. Health and safety climates surveys are administered to all employees, gauging organizational, safety, and health climates at work. Levels of TWH dose vary by randomizing businesses to receive leadership training, in which one senior leader per business completes a 10-hour training program and then trains their employees. The presentation will highlight the TWH programming and intervention processes, assessment results, and preliminary outcomes from the first two years of the SSWell study. | Erin Shore, MPH  
*Center for Health, Work & Environment*  
Natalie Schwatka, PhD  
*Center for Health, Work & Environment*  
Carol Brown, PhD  
*Center for Health, Work & Environment*  
Miranda Dally, MS  
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Lee Newman, MD, MA  
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TWH leadership course.
The SSWell study utilizes a TWH intervention to assess
how interventions at the organizational level
affect TWH practices, safety climate, and health climate
among small enterprises. The specific aims of
this study include: 1) Determine association between small
business TWH programing and organizational
climates related to safety, organization of work/benefits, and
health, prior to TWH intervention, 2) Determine how different doses of a TWH intervention
result in improvement and maintenance of TWH
programming and organizational climates for safety and
health, and 3) Assess the effectiveness of
organizational change in improving workers’ health, safety,
and well-being. This presentation will
describe SSWell's theoretical framework, intervention, and
study design.